



Training Overview for the Virginia Fire Services Board

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Objectives:

- Determine the difference between training and certification
- Understand how VDFP develop a training program
- Understand how NFPA Standards are used with the development of training & testing
- Understand how training can turn into certification & certification can turn into accreditation.



Let's talk training a minute...

- Is it necessary?
- Does it meet an objective?
- Do we have written lesson plans?
- Do we fit the training with the audience?
- How do we measure performance?
- How long is the training good for?



Program Development Process

- Need is determined for training program
- Committee formed
- Provide resources
- Develop program to objectives
- Pilot program
- Finalize documents
- Distribute program to instructors



Program Documentation

- Administrative documents
- Instructor Materials
 - Lesson Plans, PowerPoint, Supporting material
- Student Materials
- Logistical Requirements
- Textbook for program, if required.

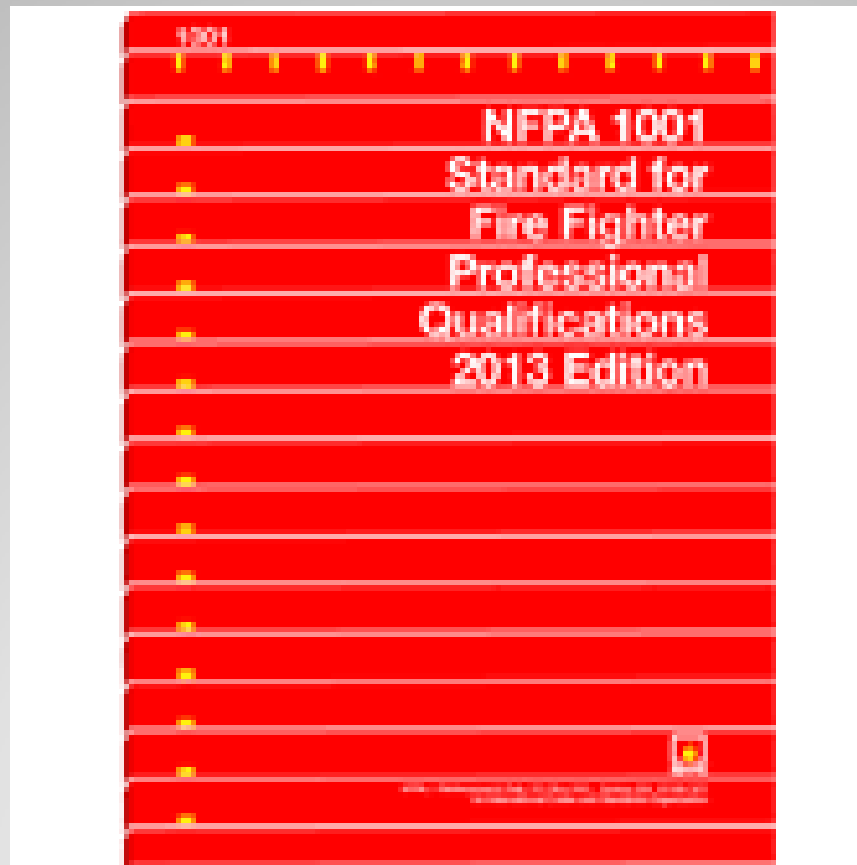


Overarching Goal of NFPA Professional Qualifications Project

Establish multiple standards with a common perspective for training and competency which continually evolves through consensus within the technical committee for the best overall value for the stakeholders.



Where Do You Start?



JPR Goal

To develop job performance requirements (JPRs) in a clear and concise manner so that individuals recognized as knowledgeable and skillful in a particular NFPA Professional Qualification Standard can be evaluated on their ability to perform essential job tasks.

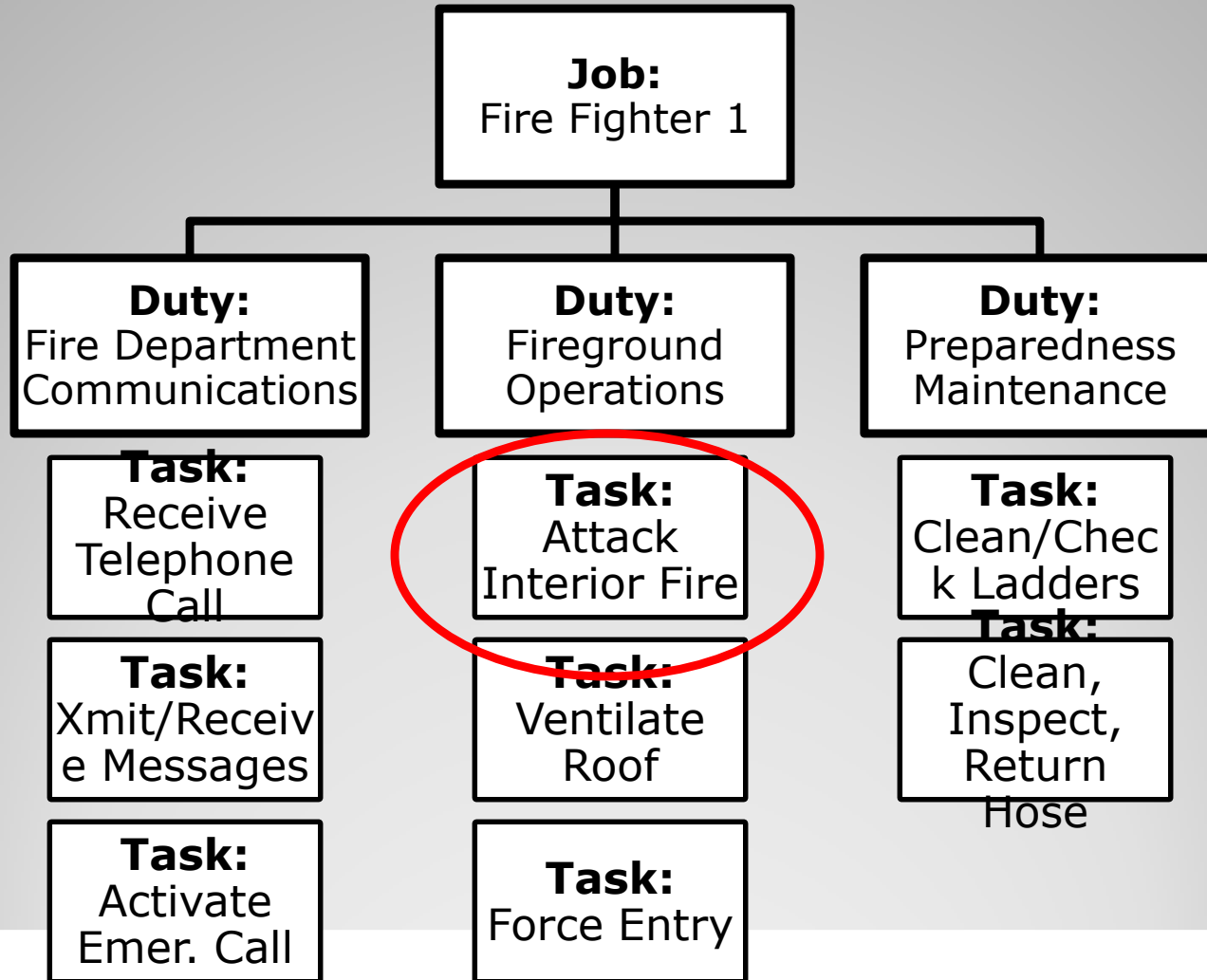


Job Task Analysis Process

- Determine what individual does in a specific job
- Describe the activities performed on the job
- Develop relevant job tasks
- Organize tasks into primary areas of responsibility



Job Inventory Worksheet



The JPR

5.3.16* *Extinguish* incipient Class A, Class B and Class C fires, *given* a selection of portable fire extinguishers, *so that* the correct extinguisher is chosen, the fire is extinguished and correct extinguisher-handling techniques are followed.



Requisite Knowledge

(A) Requisite Knowledge: The classifications of fire; and portable extinguisher types, rating systems, risks associated with each class of fire, operating methods and limitations.



Requisite Skills

(B) Requisite Skills: The ability to operate portable fire extinguishers, approach fire with portable fire extinguishers, select an appropriate extinguisher based on the size and type of fire, and carry portable fire extinguishers in a safe manner.



Certification



What is Certification?

Certification - The verification that a candidate has successfully completed an evaluation of his/her knowledge, skills and abilities against the national standard.



Knowledge

Knowledge statements refer to an organized body of information usually of a factual or procedural nature which, if applied, makes adequate performance on the job possible.



Skill

Skill statements refer to the proficient manual, verbal or mental manipulation of data or things. Skills can be readily measured by a performance test where quantity and quality of performance are tested, usually within an established time limit.²



Ability

Ability statements refer to the power to perform an observable activity at the present time. This means that abilities have been evidenced through activities or behaviors that are similar to those required on the job.²



Cognitive Skills

Cognitive: Of or pertaining to cognition

Cognition: The mental process of knowing, including aspects such as awareness, perception, reasoning, and judgment.³



Manipulative Skills

Manipulative Skills: The ability of a worker to handle an object with the appropriate control and speed of movement required by a task.⁴



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What Can Standards Do for You?

- Certify responders
- Develop job descriptions
- Design training and evaluation programs
- Identify critical items of job
- Assess performance of individual
- Define hiring practices
- Set organizational policies, procedures, goals

Effect on Stakeholders

Professionalism

Relevance

Expectation



Safety within Fire Service



Career Paths



Training



Not Just for the Fire Service



Is there a difference between Training and Certification?

- Neither training or certification guarantees that any organization or individual will do a good job....
- Some think training is certification and others think certification is training...



However....

- Training is the beginning step towards learning..
- Certification is the testing process to validate learning has occurred
- Accreditation is the stamp of approval that the testing meets the objectives (JPR's)
- Continuing Education is required for retention of material...



Summary

- Hopefully we now know the difference between training and certification
- We have a better understanding of NFPA and the use of those standards in our daily jobs
- We will better appreciate the testing process



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